House File 2513 - Introduced

HOUSE FILE 2513
BY JAMES

A BILL FOR

- 1 An Act prohibiting discrimination based upon racial biases and
- 2 stereotypes associated with hair texture, hair type, and
- 3 protective hairstyles in education, employment, housing, and
- 4 public accommodations.
- 5 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

- 1 Section 1. Section 8A.416, Code 2022, is amended by adding
- 2 the following new subsection:
- 3 NEW SUBSECTION. 8. For purposes of this section:
- 4 a. "Protective hairstyle" means the same as defined in
- 5 section 216.2.
- 6 b. "Race" means the same as defined in section 216.2.
- 7 Sec. 2. Section 15A.1, subsection 1, paragraph b, Code 2022,
- 8 is amended to read as follows:
- 9 b. For purposes of this chapter, "economic development":
- 10 (1) "Economic development" means private or joint public
- 11 and private investment involving the creation of new jobs and
- 12 income or the retention of existing jobs and income that would
- 13 otherwise be lost.
- 14 (2) "Protective hairstyle" means the same as defined in
- 15 section 216.2.
- 16 (3) "Race" means the same as defined in section 216.2.
- 17 Sec. 3. Section 19B.1, Code 2022, is amended by adding the
- 18 following new subsections:
- 19 NEW SUBSECTION. 1A. "Protective hairstyle" means the same
- 20 as defined in section 216.2.
- 21 NEW SUBSECTION. 1B. "Race" means the same as defined in
- 22 section 216.2.
- Sec. 4. Section 216.2, Code 2022, is amended by adding the
- 24 following new subsections:
- 25 NEW SUBSECTION. 12A. "Protective hairstyle" includes
- 26 braids, locs, twists, tight coils or curls, cornrows, bantu
- 27 knots, afros, and headwraps.
- NEW SUBSECTION. 13A. "Race" is a grouping of humans based
- 29 upon physical traits commonly or historically associated with a
- 30 group including but not limited to skin color, hair texture,
- 31 hair type, or a protective hairstyle.
- Sec. 5. Section 256.2, Code 2022, is amended by adding the
- 33 following new subsections:
- 34 NEW SUBSECTION. 3A. "Protective hairstyle" means the same
- 35 as defined in section 216.2.

- 1 NEW SUBSECTION. 3B. "Race" means the same as defined in
- 2 section 216.2.
- 3 Sec. 6. Section 256B.2, subsection 1, Code 2022, is amended
- 4 by adding the following new paragraphs:
- 5 NEW PARAGRAPH. Ob. "Protective hairstyle" means the same as
- 6 defined in section 216.2.
- 7 NEW PARAGRAPH. 00b. "Race" means the same as defined in
- 8 section 216.2.
- 9 Sec. 7. Section 256F.2, Code 2022, is amended by adding the
- 10 following new subsections:
- 11 NEW SUBSECTION. 6A. "Protective hairstyle" means the same
- 12 as defined in section 216.2.
- NEW SUBSECTION. 6B. "Race" means the same as defined in
- 14 section 216.2.
- 15 Sec. 8. Section 261A.4, Code 2022, is amended by adding the
- 16 following new subsections:
- 17 NEW SUBSECTION. 17. "Protective hairstyle" means the same
- 18 as defined in section 216.2.
- 19 NEW SUBSECTION. 18. "Race" means the same as defined in
- 20 section 216.2.
- Sec. 9. Section 279.58, Code 2022, is amended by adding the
- 22 following new subsection:
- 23 NEW SUBSECTION. 3. a. The board of directors of a school
- 24 district shall not adopt, for the district or for an individual
- 25 school within the district, a dress code policy that prohibits
- 26 students from wearing protective hairstyles that are commonly
- 27 or historically associated with a race.
- 28 b. For purposes of this subsection:
- 29 (1) "Protective hairstyle" means the same as defined in
- 30 section 216.2.
- 31 (2) "Race" means the same as defined in section 216.2.
- 32 Sec. 10. Section 280.2, Code 2022, is amended by adding the
- 33 following new subsections:
- 34 NEW SUBSECTION. 1A. "Protective hairstyle" means the same
- 35 as defined in section 216.2.

- 1 NEW SUBSECTION. 3. "Race" means the same as defined in
- 2 section 216.2.
- 3 Sec. 11. Section 341A.1, Code 2022, is amended by adding the
- 4 following new subsections:
- 5 NEW SUBSECTION. 4. "Protective hairstyle" means the same as
- 6 defined in section 216.2.
- 7 NEW SUBSECTION. 5. "Race" means the same as defined in
- 8 section 216.2.
- 9 Sec. 12. Section 400.17, Code 2022, is amended by adding the
- 10 following new subsection:
- 11 NEW SUBSECTION. 5. For the purposes of this section:
- 12 a. "Protective hairstyle" means the same as defined in
- 13 section 216.2.
- 14 b. "Race" means the same as defined in section 216.2.
- 15 Sec. 13. Section 602.1401, Code 2022, is amended by adding
- 16 the following new subsection:
- 17 NEW SUBSECTION. 7. For the purposes of this section:
- 18 a. "Protective hairstyle" means the same as defined in
- 19 section 216.2.
- 20 b. "Race" means the same as defined in section 216.2.
- Sec. 14. Section 729.4, Code 2022, is amended by adding the
- 22 following new subsection:
- 23 NEW SUBSECTION. 4. For the purposes of this section:
- 24 a. "Protective hairstyle" means the same as defined in
- 25 section 216.2.
- 26 b. "Race" means the same as defined in section 216.2.
- 27 EXPLANATION
- 28 The inclusion of this explanation does not constitute agreement with
- 29 the explanation's substance by the members of the general assembly.
- 30 This bill provides an additional prohibition against
- 31 discrimination in schools, workplaces, housing, places of
- 32 public accommodations, and other contexts on the basis of
- 33 hair texture, hair type, and protective hairstyles that are
- 34 historically and commonly associated with race.
- 35 The following current Code sections prohibit discrimination

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- 1 based on race: Code section 8A.416 (state employment), Code
- 2 section 15A.1 (state disbursement of grant funds), Code section
- 3 19B.1 (state employment and contracts), Code chapter 216 (civil
- 4 rights commission), Code chapter 256 (department of education),
- 5 Code chapter 256B (area education agencies), Code chapter
- 6 256F (charter schools and innovation zone schools), Code
- 7 chapter 261A (higher education loan authority), Code section
- 8 279.58 (school directors), Code chapter 280 (uniform school
- 9 requirements), Code section 341A.1 (civil service for deputy
- 10 county sheriffs), Code section 400.17 (employees under civil
- 11 service), Code section 602.1401 (judicial personnel), and Code
- 12 section 729.4 (fair employment practices).
- 13 The bill provides that discrimination on the basis of race
- 14 includes discrimination on the basis of protective hair styles.
- 15 The bill defines "protective hairstyles" as including braids,
- 16 locs, twists, tight coils or curls, cornrows, bantu knots,
- 17 afros, and headwraps.